

**EXHIBIT 614 TO  
CISNEROS DECLARATION  
REDACTED VERSION**

**From:** Kent Walker <kwalker@google.com> on behalf of Kent Walker  
**Sent:** Saturday, March 15, 2008 8:36 PM  
**To:** Laszlo Bock; Alan Eustace  
**Cc:** Kent Walker; Arnon Geshuri; Amy Lambert  
**Subject:** Re: FW: Building SRE @ Facebook?

\*\*\* Privileged. Please don't forward. \*\*\*

**Redacted - Privileged**

-- K

----- Original Message -----

**From:** Laszlo Bock <laszlo@google.com>  
**To:** Alan Eustace  
**Cc:** Kent Walker; Arnon Geshuri  
**Sent:** Sat Mar 15 12:59:27 2008  
**Subject:** FW: FW: Building SRE @ Facebook?

Alan - Some very good thoughts below from Arnon on how to respond to the SRE recruiting from Facebook. Let us know how we can help. -- Laszlo

**From:** Arnon Geshuri [mailto:arnon@google.com]  
**Sent:** Saturday, March 15, 2008 12:43 PM  
**To:** Laszlo Bock  
**Subject:** Re: FW: Building SRE @ Facebook?

A few thoughts

We can:

- 1) Go on the defensive;
- 2) Go on the offensive; or
- 3) Do nothing

Go on the Defensive

\* As has been suggested, we contact Sheryl (who owns the staffing organization) and ask her to put a stop to the targeted sourcing effort directed at our SRE team. We may want to consider establishing a mutual "Do Not Call" agreement that specifies we will not cold-call into each other and only accept unsolicited resumes or applications.

\* We should look internally and review the attrition rate for the SRE group. We may want to consider additional individual retention incentives or team incentives to keep attrition as low as possible in SRE.

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Alan

----- Forwarded message -----

From: Alan Eustace <eustace@google.com>  
Date: Mar 14, 2008 2:48 PM  
Subject: Re: Building SRE @ Facebook?  
To: Todd Curtiss <todd@google.com>  
Cc: Ben Treynor <btreynor@google.com>

Thanks. I'll have someone call Facebook and complain, although I doubt they will do anything about it.

Alan

On 3/7/08, Todd Curtiss <todd@google.com> wrote:

Hi Ben, Alan,

A couple weeks ago, we noticed that Facebook has lifted the job title and descriptions -- pretty much verbatim -- for SRE <http://www.facebook.com/jobs/#Site%20Reliability%20Engineer>). Imitation is the sincerest form, etc., but of course, the recent news about Sheryl caused a bit of stir, and then I got the e-mail below this week.

This was a fairly blatant poach-attempt from J. Random Facebook Recruiter, and while I don't think they're doing anything unethical by contacting Googlers, it's something I'm sure we'd prefer wasn't happening. Is there something we can do to head this off?

I'd be game to reply to this guy asking where he got my information, but I doubt he'll be forthcoming.

In any case, just wanted to make you aware.

Thanks,  
-todd

----- Forwarded message -----

From: Andy Flack <aflack@facebook.com>  
Date: Mon, Mar 3, 2008 at 4:31 PM  
Subject: Building SRE @ Facebook?  
To: todd@google.com

Hi Todd

I handle the recruiting for Ops and IT here at Facebook and I wanted to see if you'd be interested in helping to build our

rapidly-scaling SRE infrastructure. Although we haven't yet posted a position for this role, we'd certainly be interested in talking to you to see how you might fit our needs at this time.

Let me know if you'd like to chat further.

Thanks

Andy

Andy Flack | Senior Technical Recruiter | Facebook  
(:: 650.543.4851 - office (:: 650-714-7487 - mobile  
8:: 151 University Avenue | Palo Alto, CA | 94301  
\*:: aflack@facebook.com